

Waukesha County Sheriff's Department 2003 Annual Report



"To the world you might be one person, but to one person you might be the world"

—Unknown

Daniel J. Trawicki
Sheriff of Waukesha County

CODE OF ETHICS

As a Law Enforcement Officer, my fundamental duty is to serve mankind; to safeguard lives and property; to protect the innocent against deception, the weak against oppression or intimidation, and the peaceful against violence or disorder; and to respect the Constitutional Rights of all persons to liberty, equality, and justice.

I will keep my private life unsullied as an example to all; maintain courageous calm in the face of danger, scorn or ridicule; and be constantly mindful of the welfare of others. Honest in thought and deed in both my personal and official life, I will be exemplary in obeying the laws of the land and the regulations of the Waukesha County Sheriff's Department. Whatever I see or hear of a confidential nature or that is confided to me in my official capacity will be kept ever secret unless revelation is necessary in the performance of my duty.

I will never act officiously or permit my personal feelings, prejudices, animosities, or friendships to influence my decisions. With no compromise for crime and with relentless prosecution of criminals, I will enforce the law courteously and appropriately without fear or favor, malice or violence and never accepting gratuities.

I recognize the badge of my office as a symbol of public faith, and I accept it as a public trust to be held so long as I am true to the ethics of law enforcement. I will constantly strive to achieve these objectives and ideals, dedicating myself before God to my chosen profession...



To the Citizens of Waukesha County:



The Men and Women of the Waukesha County Sheriff's Department are pleased to submit to you, our 2003 Annual Report. This Annual Report allows the team-members of your Sheriff's Department to illustrate and demonstrate how extremely proud we are of our accomplishments for the past year.

As Sheriff, I feel that it is extremely important to maintain our partnership of Community and Law Enforcement. With our open lines of communication and cooperation we, as a

team, will ensure that together we will meet our shared goals, including the preservation of the integrity of our communities. Our door at the Sheriff's Department is always open to the Citizens. We need, and will continue to welcome, community input response and comments. Your participation is what makes us, you and I, a "Team". And we, the members of your Sheriff's Department, wish to express our heartfelt appreciation for the continuing support demonstrated by you, the Citizens of Waukesha County.

We pledge to preserve and enhance the security and peace of mind that you work so hard to achieve and that you expect from your Sheriff's Department. We will strive to carry on with our exploration of original, unique and innovative law enforcement training and strategies which will continue to improve and augment our performance, service and record in 2004.

In closing, I personally would like to state, that out of the 72 counties in the State of Wisconsin, the Waukesha County Sheriff's Department has what I consider to be the most professional, proficient, dedicated and caring team of Administrators, Supervisors, Deputies, Detectives, Dispatchers, Correctional Officers and Support Staff, that any Sheriff or Citizens could ever hope or wish for. I can never say it enough to my fellow team members...

"Thank you to each and every one of you!"

Sincerely,

A handwritten signature in black ink that reads "Daniel J. Trawick".

Sheriff of Waukesha County

MISSION STATEMENT

The Waukesha County Sheriff's Department shall serve all citizens of Waukesha County by maintaining and providing the quality means and services necessary to protect life and property through the fair and impartial enforcement of federal, state and local laws.

To preserve the safety and security of the community, the Waukesha County Sheriff's Department shall make every effort to provide the citizens of Waukesha County with the best law enforcement services possible and shall endeavor to treat all citizens with dignity and respect.

To these ends, the Waukesha County Sheriff's Department is committed to not only its traditional and time honored statutory responsibilities, but to the maintenance of a visible presence to the citizens in the community as a full-service law enforcement agency, devoted to the preservation of their safety and security.



The Waukesha County Sheriff's Department

Fast Facts

- ★ Is the largest law enforcement agency in Waukesha County.
- ★ Is the third largest Sheriff's Department in the State.
- ★ Expenditure budget was in excess of 26 million dollars.
- ★ Maintained a staff of 314 employees.
- ★ Provided direct law enforcement service to a population of approximately 361,000 residents. (2000 census)
- ★ Is the first and only Sheriff's Department in the state to be accredited by the Wisconsin Law Enforcement Accreditation Group.
- ★ Serves as the lead agency for the Waukesha County Metropolitan Drug Enforcement Group (201 defendants in 2003).
- ★ Provides law enforcement service, communications, and transcription report typing on a contract basis.
- ★ Received 499,680 calls for service in 2003.
- ★ Housed an average of 329 inmates per day in the main jail and 266 inmates in the Huber facility.
- ★ Jail Division booked 9,223 individuals.
- ★ Prepared 539,847 meals in the Jail.
- ★ Served 5,159 warrants.
- ★ Wrote 1,602 accident reports or approximately 4.4 reports per day.
- ★ Processed 7,996 civil process documents and actions.
- ★ Provided approximately 17,217 bailiff service hours to the Courts.
- ★ Maintains highly trained specialists in Search and Recovery, Tactical Enforcement, Canine Support, Computer Forensics, Evidence and Crime Scene processing, and polygraph examinations.
- ★ Is a regional leader in Computer Forensics and related investigative activity.
- ★ Serves as a Regional Internet Fraud Complaint Center by the FBI and National White Collar Crime Center to disseminate information to area law enforcement agencies regarding Internet Fraud and other computer related crime.

Values

The Waukesha County Sheriff's Department is committed to fostering those values and attributes that characterize a dynamic, approachable, and responsive law enforcement agency. The following delineates those attributes, which are embraced by all members of the Sheriff's Department as being essential and critical to the success of the Department's mission.

- ★ **HONESTY**...To be frank, straightforward and open with all.
- ★ **TRUST**...As recognized leaders, to earn the respect and confidence of our peers and those we serve.
- ★ **HONOR**...To serve as a source of credit and distinction.
- ★ **PROTECTION OF LIFE AND PROPERTY**...To maintain the safety and integrity of our communities.
- ★ **DIGNITY AND RESPECT FOR THE INDIVIDUAL**...To conduct our business in a manner that acknowledges and respects the differences between individuals.
- ★ **SERVICE**...The fundamental reason for the existence of our organization.
- ★ **EMPOWERMENT**...To foster a work environment where employees are provided with the means and the skills to excel as well as encouraging citizen input in problem solving.
- ★ **FISCAL RESPONSIBILITY**...To remain fiscally prudent, yet deliver service that represents value and quality.
- ★ **OPEN COMMUNICATION**...Encourage citizen input and ensure that citizens remain informed of information or events directly affecting them.
- ★ **DILIGENCE**...To challenge each member of the Department to obtain optimum performance and continually strive to attain results.
- ★ **INNOVATION**...To escape from stale routines, obsolete practices, and archaic habits and replace them with fresh approaches, new and vibrant solutions, and departures, which reanimate, rejuvenate, and enliven the organization.
- ★ **COMMITMENT**...Our pledge and desire to achieve our goals and objectives and be the best we possibly can.
- ★ **LEADERSHIP**...Through example, setting standards by which others will measure and succeed.
- ★ **EXCELLENCE**...To be superior and excel in all of our endeavors.
- ★ **PARTNERSHIPS**...To cooperate with all organizations and individuals to the extent of achieving desired goals and objectives as well as enlisting stakeholders in our progress.

Above and Beyond The Call of Duty

Duty calls 24 hours a day, 7 days a week, not just to the all members of the Waukesha Sheriff's Department but, sometimes the average citizen must step-up and respond to the call. The Departmental Citations are awarded to members for actions that have involved great personal risk or injury occurring "In the Line of Duty". Department Awards are also given to members and citizens for making outstanding contributions to the Sheriff's Department. To Citizens of Waukesha County we award The Citizen Certificate of Merit, which is awarded to citizens for supporting Law Enforcement, Lifesaving and other contributions that assist in maintaining the "Integrity of Our Community". One never knows when, where or under what circumstances, they will be pressed into service for their fellow man.

In May, 2003 Sheriff Trawicki proudly presented awards to the following Officers and Citizens.

Citizens Certificate of Merit

Brian J. Best, Waukesha

Presented in recognition for providing assistance and rendering aid at the scene of a serious personal injury accident until the arrival of medical serviced personnel. Brian is to be commended for his life saving efforts.

Elizabeth Bvocik, Waukesha and Peter Zuba, Dousman

Presented in recognition for voluntarily performing emergency CPR on a pulseless non-breathing infant at a local grocery store in the Village of Wales on December 13, 2002. Elizabeth and Peter's actions are exemplary and demonstrate their genuine concern for the well being of others.

Scott Lightfoot, Waukesha

Presented in recognition of his life saving efforts involving a co-worker. Scott's co-worker became engulfed in flames as a result of a construction accident. Scott acted calmly and courageously using his jacket to extinguish the flames and bring his co-worker to a place of safety.

Steven Reek, Lannon

On April 30, 2003, Mr. Reek detained an individual suspected of vandalizing property in the Village of Lannon. Mr. Reek detained the intoxicated subject until the arrival of Sheriff's Department personnel. The subject was charged with at least six counts of criminal damage to property and underage drinking violations. Mr. Reek is to be commended for his assistance and his concern for the integrity of the community at large.

Travis Reynolds, Brookfield

On December 29, 2002 Travis saved the life of his stepbrother who fell through the ice on a Wisconsin lake. Travis also fell through the ice, but was able to successfully rescue his brother and save himself. Travis is commended for his extraordinary life saving effort without regard for his own personal safety.



2003 Department Award Ceremony

Dr. Mark Schultz

Presented in recognition of his invaluable community service by voluntarily serving as the statutorily required Medical Oversight Director for the Sheriff's Department and the County of Waukesha's Automatic External Defibrillator Program. This life-saving program would not exist without the willingness of Dr. Schultz to assume this tremendous responsibility. His commitment as an individual that is willing to serve others is exemplary and he has earned our gratitude and that of the community we serve.



Sheriff's Department Honor Guard

Life Saving Awards

Deputy Juan Rodriguez

Who on August 26, 2002 responded to a call in the Town of Lisbon where a One and one-half year old child was unconscious and in respiratory distress. Deputy Rodriguez provided emergency care and administered rescue breaths. His actions, under stressful circumstances, were instrumental in saving the life of the child.

Deputy Michael Goldmann

Deputy Stephen Smith

Presented for their rescue of an individual from a burning vehicle under the most difficult circumstances. While attempting to rescue the individual, the party became combative. The subject continued to struggle and it was necessary for Deputies Goldmann and Smith to subdue the party in order to remove the party to remove him from the vehicle and imminent danger and take him into custody.

Deputy Sarah Schessler

On September 5, 2002, while protecting the scene of an event where a body was being recovered, a family member of the missing victim approached Deputy Schessler. The individual was experiencing chest pain. Deputy Schessler, under stressful circumstances, administered first aid and rescue breathing which were instrumental saving the life of the victim.

Sheriff's Commendation

Lieutenant Jeffery Smidt

Presented in recognition of Lt. Smidt's 17 years of substantial service to the Department's Search and Recovery Team. Lt. Smidt was the longest standing member of the team and his exemplary leadership and dedication was largely responsible for the success of the team. Lt Smidt's service and contribution will be sorely missed.

Lieutenant Jeffrey Greb

Deputy Michael Powell

Presented in recognition for their effort in the recovery of a drowned snowmobiler under extremely cold and adverse conditions. Lt. Greb and Deputy Powell are commended for their commitment to duty under the most difficult of circumstances.

Detective Paul Renkas

Deputy James Materna

Presented in recognition for their demonstration of excellence and superior skills by achieving First Place at the International Sniper Craft Competition held in Tampa, Florida March 14-15, 2003. Detective Renkas and Deputy Materna are commended for their noteworthy accomplishment.

Meritorious Conduct Award

Deputy Michelle Larsuel

Deputy John Lappley

Presented for their efforts and actions during an incident involving a suicidal male that was armed with a knife and holding his seven-year-old son hostage. Deputies Larsuel and Lappley demonstrated extremely good judgment and personal courage by defusing a very dangerous situation under the most difficult of circumstances.

Sheriff's Unit Award

Tactical Enforcement Unit

Presented to the Tactical Enforcement Unit (TEU) in recognition of their outstanding professional performance demonstrated while assisting the Walworth County Sheriff's Department in the search for an elderly kidnapping victim, which ended in success. The Mann family praised Crisis Negotiator Michael Hecht, of the TEU, for his dedication, long hours and the invaluable care and insights he gave the family during their time of stress. The unit members' actions were exemplary under very adverse and strenuous conditions.

The Tactical Enforcement Unit (TEU) was also recognized for an outstanding performance under dangerous conditions during an event occurring on April 30, 2003 in the Village of Mukwonago. The incident involved entry into a residence housing an armed and dangerous individual that had already shot two hostages. The unit members are commended for their exemplary actions and response under intense, difficult and treacherous circumstances.



State and Community Awards

In 2003, the Noon Optimist Club of Waukesha honored *Detective Michael Hecht*, as its "Deputy of the Year", for his devotion, dedication and determination, which he demonstrates to his fellow officers and Citizens of Waukesha County on a daily basis. Over the years, Detective Hecht has received numerous letters and phone calls from various prosecutors praising and thanking Detective Hecht for his excellent work, perseverance and tenacity. The Mann family praised Michael's comfort and commitment during a highly publicized kidnapping that took place in Walworth County. Detective Hecht was honored by his peers with his election to Vice-President of the Crisis Negotiators Association of Wisconsin.

In May 2003 the Crisis Negotiators Association of Wisconsin, honored *Lieutenant Jeffrey Greb* with the Distinguished Service Award upon his retirement from the Association. Jeffrey was a founding member of the Association, and served as its Treasurer and Vice President.

2003 Strategic Programming and Operational Initiatives

The following is a general summary of the major strategic programming and operational initiatives that were either identified or implemented by the Sheriff's Department during 2003. These initiatives are those that will impact the quality of service provided to the community and further the Department's efforts to maintain and enhance the safety and integrity of Waukesha County at-large.

- ★ P.A.R.C. Task Force (**P**reventing **A**lcohol **R**elated **C**rashes): Continues its efforts to target drunk drivers through regular and specialized multi-jurisdictional enforcement initiatives throughout Waukesha County.
- ★ Continuing our expansion of the investigative capabilities of the Computer Crimes Investigative Unit (CCI) with the acquisition of more a sophisticated technical support server; A 2 Tara bite monster server called "F.R.E.D.-M" (Forensic Recovery Evidence Device), Digital Intelligence of Waukesha developed and manufactured FRED-M for our Department and works hand-in-hand with the CCI Unit providing technical guidance to the CCI and FRED's many uses. The Sheriff's Department makes this and many other computer resources available as a service to other County, State and Federal law enforcement agencies that do not have the resources or technical ability to conduct investigations involving computer crime.
- ★ The Department's Sensitive Crimes Unit continues to incorporate itself with the Computer Crimes Unit in protecting young people and elderly from on-line sexual predators and financial scam artists. The Combined Unit's goal is to reduce on-line victimization of our citizens and bring the sexual predators and scam artists to justice.
- ★ Fostered inter-agency cooperation through sharing of resources and provision of support services to Local, State, Regional and Federal agencies in the areas of Computer Crime, Drug Enforcement, Traffic Enforcement Initiatives, Terrorist Threat Analysis and Natural and Man-Made Disaster Preparedness and Response Training.

- ★ We continued the implementation and training of our rapid action deployment concept. This program provides deputies with specialized training and tactics to respond to events that involve an active shooter: How to contain the situation and to protect and treat citizens and fellow officers until the arrival of tactical enforcement personnel.
- ★ Developed plans to integrate Departmental operations into the county-wide Combined Communications Center project.
- ★ Training for the anticipated implementation of the new Spillman System Records Management System, in January 2004, which will upgrade our 14 year old system. Its major impact is the creation of a master name file. This allows all the different transactions we perform: Incident Reports, Jail Bookings, Warrants, Citations, Accidents - to be linked, so that we can see all the activity for an individual with one name search. It will also allow us to be interactive with the State of Wisconsin's TIME (***T**ransaction **I**nformation for **M**anagement of **E**nforcement*) system from our desktop computers and eventually provide direct links with the Courts and District Attorney as well. Finally, through our maintenance agreement, there will be ongoing upgrades to help keep up with ever-changing technology and information requirements.
- ★ The Jail has begun the installation and training for the Immigration and Naturalization Service's (INS) new Video Imaging System, which was obtained by a Grant from the Federal government. This system will enable INS inmates as well as County and Federal inmates to be able to videoconferencing with Court proceedings from within the confines of the Jail.
- ★ The construction phase of the new Jail Expansion started in September 2003.



Department Firearms Training

Division Commanders and Supervisors

The following individuals are the Division Commanders and Supervisors that make up the management team for the Waukesha County Sheriff's Department. This listing also identifies the major special programs and projects these individuals have accepted the responsibility for administering. These are in addition to their normally assigned duties.

Administrative Division

Inspector Robert L. Johannik

Deputy Inspector Stephen A. Marks

James Bzdawka	Programs and Projects Analyst Accreditation Manager
Robert Jacobs	Dispatch Center Manager
Thomas Koth	Business Manager
Roseanne Piechocki	Administrative Office Manager
Lyndel Smith	Computer Coordinator
Susan Smith	Administrative Assistant

Patrol Division

Captain David Beguhn

0700-1500hrs Shift Patrol Commander
FBI Academy Graduate

Dive Team Commander

SRO Coordinator

Lt. Larry LaFavor
Highway Safety Program Coordinator

Lt. Donald Vincent
Fleet Coordinator

Northwestern SPSC Graduate
Boat and Snowmobile Coordinator

Lt. Pete Chycinski **(Sussex Contract Services Supervisor)**
Wis. Law Enforcement Memorial *Honor Guard Liaison*

Captain Karen Ruff

1500-2300hrs Shift Patrol Commander

TEU Negotiator Commander

Police Contract Liaison

Lt. William Deering
Special Olympics Liaison

Lt. Thom Moerman
Radio Services Coordinator

Lt. Frank McElderry
K-9 Unit Commander

Captain Jeffery Smidt

2300-0700hrs Shift Patrol Commander

Assistant TEU Commander

PARC Program Coordinator

Lt. David Lafond
Use of Force Review

PARC Liaison

Lt. Paul Renkas
FTO Program Coordinator



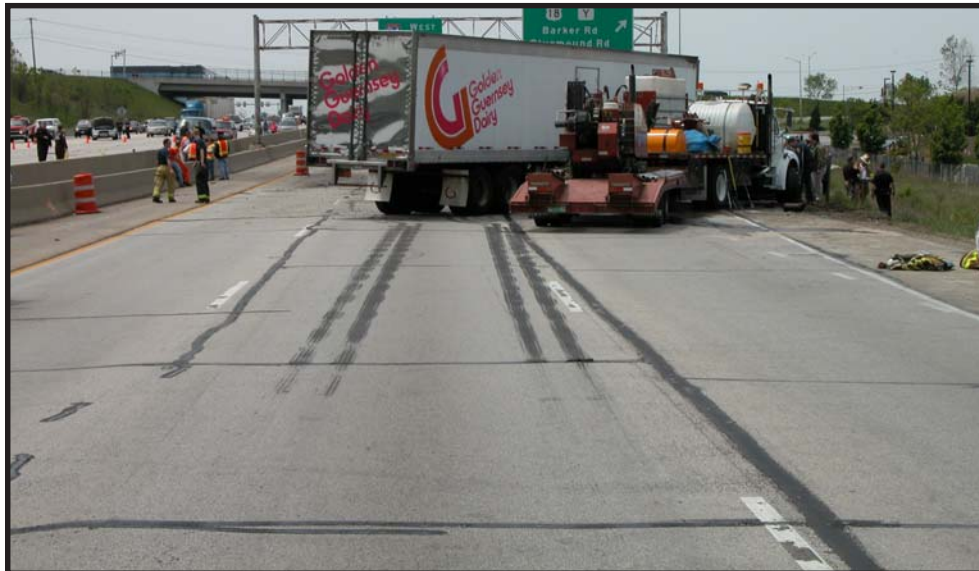
The Department has eighty-one dedicated uniformed professionals working twenty-four hours a day, seven days a week for the Citizens of Waukesha County. The Patrol Division is the Backbone of our Department.

Their primary objective is to provide a safe and secure environment for residents, businesses and visitors to Waukesha County. To ensure efficient utilization of resources, coverage is divided into five primary patrol areas; Central, Northeast, Northwest, Southeast and Southwest, with Deputies working out of the main office at the Courthouse in Waukesha, as well as Substations in the primary coverage areas. Coverage includes I-94 and I-43. Coverage is also provided to Contract Service Areas of the Town and Village of Merton, Village of Sussex and the Town of Delafield, with the Town of Waukesha to be added in 2004.

For 2003 the Patrol Division issued 8,065 citations, generated over 8,300 incident reports and wrote over 1,600 accident reports

Additional duties of patrol include the responsibility of transporting prisoners between various State and Counties correctional and mental facilities and our jail and/or courts. During 2003, 10,800 hours were recorded for inmate and other conveyances.

Residents of Waukesha County benefit greatly from the high excellence of services that the Department workforce is able to provide 24 hours a day. Additional Patrol Division Activity includes the encouragement of community involvement, direct service enforcement initiatives, dedicated and specialized law enforcement services and specialized training which include: Motorcycle Patrol, Snowmobile Patrol, Boat Patrol, Bicycle Patrol, Canine Support, Search and Recovery Dive Team, Tactical Enforcement Unit (TEU), Crisis and Hostage Negotiators, DARE, School Resource Officers and a team of skilled experienced Accident Reconstructists.



Enforcement Services Operational Data

*The following is a comparative summary of enforcement services
Data for the period 2000-2003*

	2000	2001	2002	2003
Conveyance Hours	2,787	2,835	2,301	2,160
Prisoner Hours	10,002	9,948	10,638	10,808
Accident Reports	2,200	1,915	1,575	1,602
Incident Reports	8,834	8,650	8,603	8,342
Dispatch Calls	493,000	470,244	472,998	499,680
Dispatch Events	82,000	78,374	78,833	83,280
Traffic Citations	9,639	8,940	7,998	7,590
Ordinance Citations	668	485	529	475

Detective Bureau

Captain Terry Martorano

TEU Commander

Division Commander FBI Academy Graduate

Public Information Coordinator

Lt. Robert Doffek

Campus Security Coordinator

Second Shift Detective Supervisor

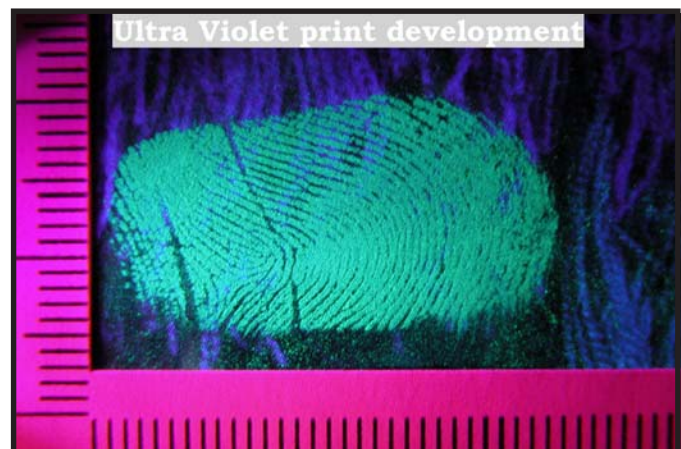
The Detective Bureau responsibilities are; Investigative follow-up for reported crimes, evidence collection and preservation, and crime scene analysis. Our Detectives also provide investigative support and assistance to other law enforcement agencies when requested. The Detectives provide education in the prevention and detection of crime to enable citizens to become stakeholders in maintaining the integrity of our communities. During 2003, the Detective Bureau conducted follow-up investigation on approximately 1900 case assignments. The Detectives assigned to the Bureau are divided into specialized units that include:

- Burglary and Property Crimes
- White Collar Crime/Fraud
- Personal Crimes
- Sensitive Crimes
- Death Investigation
- Computer Crime and Forensics
- Protecting Children on Line
- Missing Persons
- Public Assistance Fraud

Detectives also provide specialized training in their particular areas of expertise such as Death Investigation, Arson, Polygraph Examination, Voice Stress Analyzation, and Accident Reconstruction. In addition, Detectives are assigned to:

- Metropolitan Drug Enforcement Unit
- Identification – Forensics
- Waukesha County's District Attorney's Office
- US Marshal's Fugitive Taskforce
- FBI/DHS Joint Terrorism Task Force
- Drug Enforcement Agency

The Detective Bureau is updating its resources constantly to capitalize on technological enhancements when practical. Detectives are receiving training in computer usage and are also utilizing the Internet to solve cases. Also refer to the Computer Forensics section of this report concerning Department efforts regarding computer crime and Metro Drug Unit for information concerning narcotics investigations.



Computer Forensics Unit

The State Department of Criminal Justice's Crime Lab has only one analyst to cover the entire State of Wisconsin, while our Computer Forensic Unit of the Waukesha County Sheriff's Department Detective Bureau and the District Attorney's Office continues to be the foremost Computer Forensic Units in Southeastern Wisconsin. The unit was developed by the Sheriff's Department as a response to the significant increases in computer crime. During 2003, the Computer Forensics Unit has also provided assistance to the following law enforcement agencies:

US Marshal	US Secret Service
FBI	Wisconsin Dept. of Corrections
Platteville Police Dept.	Waukesha Police Dept.
St. Francis Police Dept.	Butler Police Dept.
Menomonee Falls Police Dept.	Town of Mukwonago Police Dept
Muskego Police Dept.	Village of North Prairie Police Dept.
Pewaukee Police Dept.	City of

The 2003 statistics reflect this unit's hard work and dedication. (*77 cases total to include*):

◆ Number of Computers Processed;	27
◆ Number of Hard Drives Examined;	34 (<i>40 hrs Avg. exam time/ hard drive</i>)
◆ Number of 3.5"Disks Examined;	156
◆ Number of CD's Examined;	118

The Unit has given In-Service instruction to numerous Law Enforcement Officials in Computer Forensics and Computer Crimes. The Unit has also been invited to lecture on the subject of Internet Safety to both the Public and Private Sector. Almost any crime where records could be stored and retrieved for evidence have used the Computer Forensics Unit for investigation:

Homicide	Internet Fraud	Identity Theft
Counterfeiting	Corporate Espionage	Prostitution
Child Pornography	Child Enticement	E-Mail Threats
Harassment	Gambling	Narcotics
Burglary		

One of the attractions of the Internet is the anonymity of the user. Child Enticement via the Internet is a fast growing crime. The Sheriff's Department's Sensitive Crimes Unit has taken a principal role in the protection of the children of Waukesha County and has developed "*Protecting Children on Line*" within their unit. These Detectives work hand in hand with the Computer Forensics Unit to keep child predators in check and at bay. Predators are relentless in their pursuit of children and young adults. Most individuals who go online have a positive experience but there are some risks. Teenagers are more susceptible to risk than younger children because they often use the computer unsupervised. A teen can unwittingly be exposed to pornography, child pornography or engage in a sexually orientated conversation with another person. Sheriff's Detectives hang out where kids do: chat rooms, Web forums, America Online. Usually they enter an area, posing as a teen, and wait for someone to solicit them. These "On-Line Stalkers" will use the computer to lower a child's inhibitions and gain their confidence in order to meet with them somewhere just to "talk" in person. This is when the Unit steps in. The "Predator is unaware they are actually engaging in a conversation with Sheriff's Detectives.

This Team's goal is to reduce and ultimately eliminate online victimization, increase the level of reporting of criminal activity, and provide resources for individuals, families and schools, to help them guard against Internet dangers.

Court Services

Captain Kevin McDonald

*Court Security Committee
Meritorious Conduct Board*

Lt. Jeff Greb

Motorcycle Patrol Coordinator

Division Commander

Northwestern School of Staff and Command

Emergency Government Liaison

Division Supervisor

Assistant TEU Negotiator Supervisor

Twenty-One Deputies are assigned to Court Services and Process, operating within the Waukesha County Government Center on Moreland Boulevard in the City of Waukesha, providing security for criminal and civil courts, and acting as an official arm of the Courts.

There were also a total of 7,996 civil process papers delivered by the Sheriff's Department in 2003. By state statute, it is incumbent on the Sheriff of the county to ensure that these papers are delivered.

An additional statutory responsibility of the sheriff is to "tend the courts". This is accomplished by providing Deputy Sheriff's to serve as bailiffs in the civil and criminal courts. The bailiffs assigned to this service put in a total of 17,217 hours in the courts for the year 2003.

In addition, the Sheriff's Department has assigned a Deputy Sheriff to patrol the government complex as part of the security program for the Waukesha County Government Center. Facilities covered by this deputy, and other deputies on an as needed basis, include the Courthouse, Administration Building, Children's Center, Human Services, Mental Health, Public Health, and the Airport. The Deputy responds to events occurring in the government complex, provides general patrol, and assists in training and the implementation of various security programs developed by Waukesha County.

The Sheriff's Department is an active partner in working with the Department of Administration and Court Division to develop and enhance security practices and procedures for Waukesha County. The Court Services Division Commander participates on the Judiciary Security Committee, County Facility Security Committee, Business Continuity, and emergency planning groups. The Sheriff's Department also assumes an aggressive role in continuing implementation of special security measures such as the Nighttime Security Team for county facilities.

Metro Drug Enforcement Unit

Captain Eric Severson;

Division Commander

Dispatch Radio Protocol Committee

Air Operations & Support Liaison

Lt.Charles Wood

Northwestern SPSC Graduate

Division Supervisor

Highway Interdiction Program Coordinator

Coordinated by the Sheriff's Department, the Waukesha County Metropolitan Drug Enforcement Unit spent the past year focusing on controlled substance problems within each municipality in Waukesha County. Although investigations are typically initiated in Waukesha County communities, drug investigations are not limited to the confines of Waukesha County. Given the movement and hierarchy of drug dealers, quite frequently, investigations can involve other surrounding counties and municipalities and other local, state, or federal law enforcement agencies.

Drug seizures have increased or remained approximately the same compare to 2002 with the exception of cocaine and MDMA, commonly known as "Ecstasy". Cocaine, crack cocaine and processed marijuana continue to be the prominent drugs of choice in Waukesha County. Although the amount of cocaine decreased in 2003 it still remains a large problem in the county and will continue to be a priority. This year we saw an increase in the availability of psilocybin mushrooms.

MDMA remains available in the county and we continue to focus attention on this drug.

In 2003, Waukesha County seized the first Methamphetamine lab in county history. Seizure figures for Methamphetamine are not available since the evidence was destroyed after sampling due to contaminated containers. It would be safe to estimate that the Methamphetamine in the lab consisted of several ounces of finished product.

The following illustrates narcotics seizures for Waukesha County:

Narcotic Type	2002	2003
Cocaine (grams)	1252.99	420.63
Crack (grams)	113.56	111.37
Hash (grams)	4.26	.
Meth (grams)	.99	Trace
MDMA (tablets)	670	50
MJ (Plants)	869	10,264
Mushrooms (grams)	433.34	1,079.45
THC (grams)	15609.31	19,943.27
Other (tablets)	258	330

Assets seized for 2003 included three vehicles with an estimated value of \$17,680. Asset forfeitures received in 2003 were \$121,761 (includes interest on forfeitures).

The following table illustrates arrests and other investigative activity for 2003:

	2002	2003
Defendants Charged	216	201
Felony Charges	196	170
Misdemeanor Charges	59	78
Possession Offenses	59	88
Search Warrant Executed	13	12
Metro Initiated IR's	203	187
Other Dept. Assistance Actions	34	45

Law enforcement organizations included in the Waukesha County Metropolitan Drug Enforcement Unit are:

Waukesha County Sheriff's Department

Waukesha County District Attorney's Office

City of Waukesha Police Department

City of Brookfield Police Department

Village of Menomonee Falls Police Department

City of Muskego Police Department

City of New Berlin Police Department

Town of Mukwonago Police Department

Chaplain Corp

The Sheriff's Department maintains a corp of volunteer Chaplains to assist in a wide-variety of tasks. Our Chaplains are available 24 hours a day to not only help and support department personnel and their families, but they are also here to assist the citizens of the communities we serve during very difficult, traumatic, and stressful circumstances. Quite frequently, our Chaplains will assist Department personnel in making death notifications, providing support to survivors, or simply providing comfort to crime victims or individuals experiencing a traumatic event.

Our current Chaplains are the Reverends Connie Coddington, Steven Kielley and Dwight Bastion.

2003 also saw the retirement of Reverend Dwain Olson. Rev. Olson retired after serving the Department for over 10 years. Thank you for your many years of support and service.

P.A.R.C. Task Force

Preventing Alcohol Related Crashes

As of 2003, the Sheriff's Department entered its fourth year participating in the PARC Task Force. The PARC Task Force consists of the Sheriff's Department, Officers from the Cities of Brookfield, Delafield, Muskego, New Berlin, Pewaukee, Waukesha, the Villages of Elm Grove, Hartland, and Menomonee Falls, as well as the District Attorney's Office, school officials and representatives of the business community. The Task Force was created to address drinking and driving in Waukesha County.

In addition to public awareness and community education programs, the department coordinates bi-monthly and special holiday enforcement initiatives targeted specifically at "Operating While Intoxicated" drivers, as well as other driving violations. These Saturation Patrols cover all of Waukesha County.



The 2003 holiday enforcement and bi-monthly saturation periods included but were not limited to:

- ★ St. Patrick's Day
- ★ Memorial Day weekend
- ★ Labor Day weekend
- ★ Thanksgiving weekend
- ★ New Years weekend

The results totaled exactly 300 traffic stops, which included the following:

- ★ OWI Arrests - 31
- ★ Warrant Arrests - 4
- ★ Drug related Arrests- 6
- ★ Operating After Suspension/Revocation- 8
- ★ Speeding Citations- 28
- ★ Open Intoxicants in Vehicle- 5
- ★ Seatbelt Violations- 9
- ★ Other Citations- 20
- ★ Written Warnings- 65
- ★ Numerous Verbal warnings

This enforcement program will continue through the year 2004.

Terrorist Threat Analysis **Continuity of Government** **and** **Emergency Response**

Our Answer to Terrorism and Disaster

The Waukesha County Sheriff's Department, through the hard work and dedication of Deputy Inspector Steve Marks, Captain Kevin McDonald, Detective Steven Pederson, Deputies Charles Elftman and Daniel Heibler in combination with James Malueg, Waukesha County Director of Emergency Management, have built and maintained a comprehensive assessment of Waukesha County's infrastructure sectors: Food, Water, Agriculture, Health Systems and Emergency Services, Energy (electrical, gas and oil), Transportation (air, road, rail), Information Technology and Telecommunications, Banking and Finance, Chemical, Postal and Shipping. This assessment was designed to identify potential threats within Waukesha County.

The team has developed and harnessed the best modeling, simulation, practical exercises and analytical tools to offer training and prioritize efforts, taking as its foundation the County Infrastructure Simulation and Analysis. The group has planned and coordinated actions and responses to protect significantly vulnerable targets, particularly with catastrophic potential such as railroads, airports, pipelines, and highways as well as the community as a whole, and have established plans for standardized, tiered protective measures tailored to the target as well as having the ability to rapidly adjustable to any threat. These measures also are directed toward natural disasters within our communities.

Working with the United States Department of Homeland Security and the FBI's Joint Terrorism Task Force, National Weather Service, our department has been trained and equipped with the tools and knowledge to allow our Department to continue our duties even under the most hazardous situations and conditions.

The Department has also voluntarily assigned a Detective on a part-time basis to the FBI and Department Of Homeland Security Joint Terrorism Task Force.

School Resource Officer Program

The School Resource Officer (SRO) program is a problem-oriented policing approach to reducing crime by assigning specially trained officers to each of the traditional high schools in the Hartland-Arrowhead, Sussex-Hamilton and Kettle Moraine School districts, to establish an ongoing rapport with students, staff and parents.

By training law enforcement to educate, counsel and protect our school communities, the men and women of Waukesha County Sheriff's Department, continue to lead by example and promote a positive image of law enforcement to our youth. Our officers have made themselves available to communities and school districts around the county in the development of effective school based law enforcement partnerships.

The program began in 2000 and is the result of a partnership between Waukesha County Sheriff and the Hartland-Arrowhead and Sussex-Hamilton School Districts. The program has three basic goals:

- ★ **First and Foremost:** To provide a safe learning environment and prevent incidents of school violence.
- ★ To improve school/ law enforcement collaboration with the emphasis on the student.
- ★ To improve perceptions and relationships between students, staff, and law enforcement officials.

The Waukesha Sheriff's Department has three SROs, covering the three high schools. The primary duty is to prevent crime in the schools, The Tactical Enforcement Unit and the SRO's have developed a "Fast Response Team" approach for any action that may take place at the schools. SROs often find themselves instructing students on such subjects as; Substance Abuse, Driving under the Influence, or Campus Violence, talking with students, and making referrals to other agencies to help solve individual student and/or family problems. Besides working with individual students, SROs are committed to the community policing concepts regarding their schools and surrounding neighborhoods. Officers have successfully worked on traffic issues, noise and litter complaints, drug sales, and safety on school property as well in nearby parks and business areas. They have found that most problems can be solved or minimized by establishing partnerships with students, staff, parents and other members of the community.

Now, more than ever, the SRO's are needed in our communities and schools. They serve not just to protect, but help young adults deal with the changes in the world they are living in. The School Resource Officers are tireless workers, dedicated to their schools and students. Because of this, no matter what new threats face the students in our schools or what new duties the SRO's are asked to perform, they will complete them with the highest level of professionalism and the greatest amount of pride knowing...

School Resource Officer Activity Data

Activity	2002	2003
Incident Reports	84	238
Citations	276	406
Referrals	46	81
Controlled Substances (Alcohol – Tobacco)	58	169
Disorderly Conduct	120	131
Truancy	35	156
Traffic/Accidents	26	51

Waukesha County Sheriff's Department D.A.R.E.

The new **D.A.R.E.** is setting the gold standard for educational programs the future. **D.A.R.E.** is going high-tech, interactive, and is decision-based model. **D.A.R.E.** has provided the latest in prevention science and teaching techniques. **D.A.R.E.** is re-inventing itself as part of a major national research study that promises to help teachers and administrators cope with ever-evolving federal prevention program requirements. Part of the reason **D.A.R.E.** works so well is because it is a collaborative effort between your Sheriff's Department and schools. **D.A.R.E.** has surrounded children with support and encouragement from all sides for decades. **D.A.R.E.** has had the highest dissemination for any school-based drug prevention program that reaches approximately 36 million children a year in approximately 80 percent of all school districts and is admired by parents and children alike.



In 2003 The Waukesha County Sheriff's Department began to provide the new 10 week **D.A.R.E.** program by contracted service to the Waukesha County School Communities. The contract program gave the school communities the ability to design a custom approach toward there **D.A.R.E.** program.

One deputy served as a **D.A.R.E.** Instructor for the following School Districts and served approximately 788 students.

Arrowhead School District
Lake County School
Merton School
North Lake School
Richmond School
Stone Bank Elementary
Swallow School
Kettle Moraine School District
Kettle Moraine Middle School
St Anthony
St Bruno's
St Paul's G.D.

The **D.A.R.E.** officer also participated in numerous other assignments including bicycle safety programs, community relation' function such as County, Town and Village Fairs and along with Law Enforcement week and wherever else needed.

Community Relations and Policing

To encourage citizen participation and involvement in the preservation of the safety and integrity of our communities, the Sheriff's Department engages in a number of activities designed to solicit and encourage citizen support. The community outreach activities range from speaking engagements, to youth safety and education programming, citizen's academies, and crime prevention activities.

The following is a general summary that typifies the Department's community outreach and policing activity during 2003:

Program	Number of Events	Attendees/Contacts
Speaking Engagements	186	7982
School Lectures	61	1471
Community Meetings	72	1122
Department Tours	74	1488
Neighborhood Watch	10	275
Home Security Survey	21	-
Business Security Survey	25	-
Youth Safety Program	43	617
Citizen Academies	1	30
Alcohol Education	4	160
Total Events-Contacts	497	13145

Volunteering in Our Community

Law Enforcement personnel are expected to serve others in the community; however, most people never realize how deeply your Sheriff's Department employees are involved as volunteers in special projects and charities for all citizens.

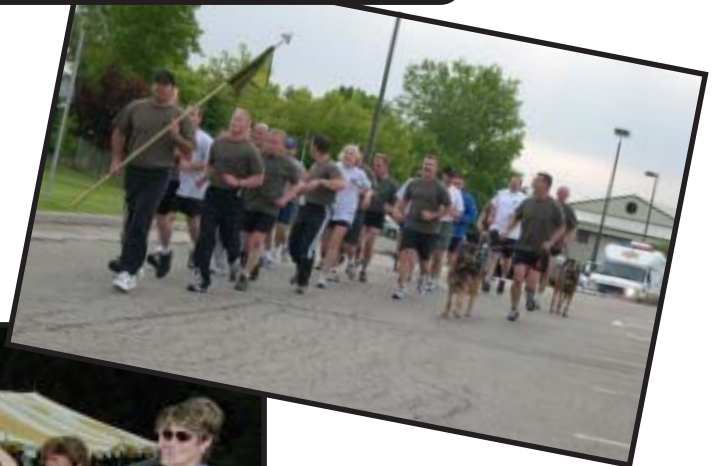
Since 1980 members of the Sheriff's Department, their family, friends and acquaintances have given of themselves both with time and more importantly with their hard earned money and have volunteered to help Deputy David Carpenter, the Chairman for Muscular Dystrophy Association (MDA) for Waukesha County, stage the Waukesha County Pledge Center, at the Country Inn, for the Jerry Lewis Muscular Dystrophy Association Telethon, which is held every Labor Day Weekend. In 2003 we helped to raised a record setting \$20,000 toward the \$55.3 million dollars raised nationwide to fight this horrendous disease.

What was originally a small event in 1989, the Waukesha County Deputy Sheriff's Association's annual Baseball Tournament and "Silent Auction" has grown into a significant fund raising event for the "Make-A-Wish Foundation of Wisconsin". To date we have raised and donated \$190,000 to 28 deserving children. Wishes ranging from trips to Disney World to "Tree Forts" have been fulfilled through the hard work and dedication of the people who work for your Sheriff's Department.

1989 also introduced our Department to the "Law Enforcement Torch Run", led by Captain Ken Donovan, which became an annual event for Special Olympics in which numerous Deputies and their families donate their time and effort as well as cash donations to this worthwhile annual event. Department members have raised thousands of dollars over the past years.

Through the philanthropic efforts of the Association, over \$15,000 in Scholarships were given to deserving High School Seniors, and over \$10,000 was given to various charities throughout Waukesha County in 2003.

***We are there for All of the Citizens...
All of the Time!***



Contract Services Division

The Waukesha County Sheriff's Department has a long tradition of providing law enforcement, emergency communications, and police transcription reporting services on a contracted basis to communities within Waukesha County. Communities utilizing these services have found that law enforcement and related services result in a lower per capita cost for law enforcement service to the taxpayer. Law enforcement service contracts are in effect for The Town of Delafield, Town of Merton, Village of Merton, and Village of Sussex. The Town of Waukesha will begin contracting for service in 2004.

All of the contract communities have signed a five-year extension for contract law enforcement service. The extension includes a shared coverage agreement between the Town and Village of Merton, that is designed to provide continuous service to both communities and still meet individual scheduling practices.

Contracts allow for local control as a municipality can design a custom tailored approach for the delivery of law enforcement services. These tailored contracts offer many benefits. Here is a sampling of those benefits:

- ★ **Local Control** – Municipalities elect the level of police service they want to receive. They can have a strong voice in selecting their personnel. A municipality can set the direction and priorities for their community. The municipality determines the level of coverage they will receive.
- ★ **Experience** – Experts in the law enforcement profession are immediately available to assist and support local communities electing to contract for law enforcement service.
- ★ **Local Identity** – Municipalities can elect to have distinct vehicle markings that present the appearance of having their own police department.
- ★ **Economy of Scale** – Contracting provides communities with support services that may not be immediately available to a community starting a new police department and are available only through a large law enforcement organization. Administrative services, 24 hour supervision, technology, computer crime specialists working to combat Internet fraud and child pornography, highly trained investigators and evidence specialists, accident reconstruction, youth and school liaison officers, tactical officers for crisis events, canine search teams, investigators, and community policing specialists all stand behind the officers assigned to contract communities.
- ★ **Reputation** – The Sheriff's Department is a proven leader and the largest law enforcement agency in Waukesha County. The Department has earned its reputation as leaders and innovators in the law enforcement profession.
- ★ **The Department administers personnel selection, hiring decisions, training, labor negotiations, benefits, and development of operational plans, policies, and procedures.**
- ★ **The Sheriff's Department is fiscally prudent meeting tight budget constraints year after year.**

- ★ **The Sheriff's Department is dedicated to providing responsive customer oriented service to the contract and unincorporated areas of Waukesha County.**

We get the job done through our ability to effectively and promptly respond to calls for service. We have consistently provided quality service while operating within budget and tax levy guidelines. We have the resources and the technical expertise to make goals become reality.

The Waukesha County Sheriff's Department is the law enforcement agency of choice for contracted services.



Communications Center

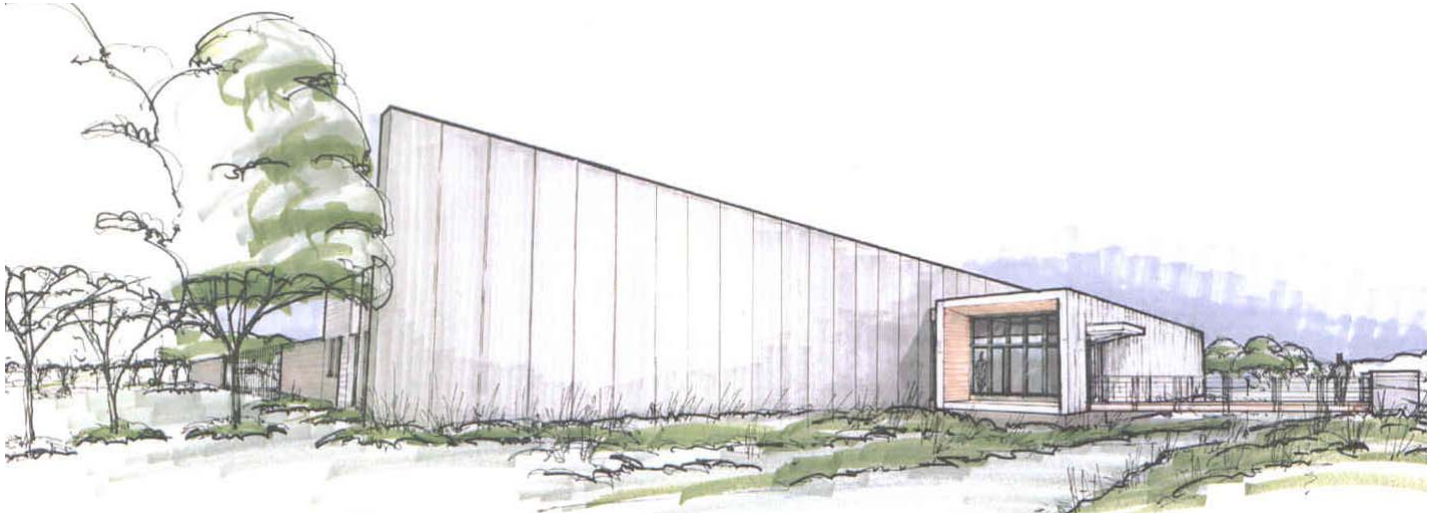
The Emergency Communications Center is the vital link between the public and emergency services. It is responsible for all incoming calls to the Sheriff's Department for police, fire or emergency medical service. The Sheriff's Department's Communications Center is one of several a public safety answering points for the enhanced 9-1-1 system. The enhanced 9-1-1 system identifies the locations from where an emergency call for service originates.

Staffed by 17 civilian dispatchers, the Communications Center operates 365 days per year, 24 hours per day. Dispatchers are assigned to one of 3 primary positions: Call taker, fire/police dispatch, or teletype.

The Communications Center is equipped with a computer aided dispatch (CAD) system, which allows dispatchers to track calls, patrol assignments, maintain call history records, and monitor officer location to ensure prompt response to any given event.

The Sheriff's Department also provides emergency communications service on a contractual basis for 7 police departments and 10 fire departments.

In 2003, the Sheriff's Department Communications Center received an estimated 499,680 calls and dispatched 83,280 events. During 2003, the Department also started construction for the countywide emergency communications center. This center, when implemented, will transfer the responsibility for dispatching services from the Sheriff's Department to the Department of Public Works.



Architect's Drawing of the new Communications Center

Communications Center Data

	2001	2002	2003
Calls for Service	470,244	472,998	499,680
Events Logged	78,374	78,833	83,280

Dive Search and Recovery Team



One of the many statutory obligations of the Office of the Sheriff is to conduct search and recovery operations in lakes within the county for the purpose of recovery of human bodies. Because of the thousands of acres of water, which includes lakes, rivers, and ponds. Because of the array of application, it is very important that the Unit be trained in a variety of conditions.

The Sheriff's Department's Dive Team consists of a Captain and a Lieutenant (Both Certified Divers), seven Certified Divers and two surface operators. All divers are highly trained and completed certification in Open Water diving, Rescue diving, Ice diving, Navigation and Deep Water diving. Several are also certified as Equipment Specialists and Master Divers.

The demand for this team is approximately 20 dives per year including training. The Dive Team has assisted other agencies with a variety of tasks

including, search and recovery operations, helping to recover a drowning victim, and assist in the recoveries of evidence.

Canine Support Unit

The Waukesha County Sheriff's Department's Canine Unit was formed in 1990. Currently the unit has four canines and their handlers; Lt. Frank McElderry and Amon, Deputy Chris Deakin and Sam, Deputy Brad Schuenemann and Braun, Deputy Brad Stenulson and Tanka. Sam, Braun and Tanka are Belgian Malinois and Amon is a German Shepherd. All four canines are certified in patrol and narcotics detection as well as being trained in evidence detection, tracking, building searches, crowd control, and officer protection.

The Sheriff's Department utilizes the Canine Unit to enhance its service to the community and to better protect its citizens and officers. The Canine Unit, which is primarily funded through private donations, is available 24 hours per day. Along with their regular duties, they also provide demonstrations at community events to further the relationship between law enforcement and the citizens we serve.

In 2003, the Canine Unit had 414 uses. 231 of the 414 uses were providing assistance to other law enforcement agencies. In total, the Department assisted 45 other county and state law enforcement agencies. The 414 call outs included narcotic searches, tracks, building searches, evidence searches, demonstrations, and high-risk traffic stops.

Snowmobile Patrol

Winter: The Sheriff's Department patrols area snowmobile trails and lakes during the winter recreational season. A deputy's assignment to the Snowmobile Patrol Detail is in addition to their normal duties.

Snowmobile Patrol assignments are offered to deputies that have proven proficiency on the machines in addition to specialized training in the statutory aspects of the operation, licensing, and registration of these vehicles.

Weather permitting, the patrol operates on weekends, for special events, or on a selective enforcement basis depending upon special requests or complaints received from citizens. Typically, deputies will spend six to eight hours patrolling selected areas conducting inspections and compliance checks to ensure that operators adhere to state and local laws.

Boat Patrol

Summer: Waukesha County is home to many inland lakes that offer a wide variety leisure and recreational activity to residents and visitors to Waukesha County. Since it is a short commute from several urban and suburban areas, Waukesha County is a frequent destination for boaters. These same lakes also represent the opportunity for accidents and injury for the inexperienced or intoxicated. For these reasons, the Sheriff's Department patrols inland lakes in the Summer and Autumn months as with snowmobile patrol during the winter. The safety of all is the concern of the deputies assigned to this detail. Operating on any lake, generally on weekends but some weekdays and all holidays, the Boat Patrol, in addition to enforcement activity, conducts compliance checks and offers advice and safety tips to the boating public.

Tactical Enforcement Unit (SWAT)

The Sheriff's Department maintains a tactical enforcement unit to support and assist duty personnel in the resolution of high risk and dangerous incidents. The primary purpose of the Department's Tactical Enforcement Unit includes, but is not limited to:

- ★ Protecting lives and property.
- ★ Enhancing the prospects of resolving dangerous incidents peacefully.
- ★ Neutralization of dangerous events.
- ★ Introducing tactics and strategies in the field that promote containment and stabilization of incidents involving the threat of death or great bodily harm.

The Tactical Enforcement Unit is also used for executing high-risk search warrants or making arrests where it is known that a suspect may represent a threat to the community or officers. The Tactical Enforcement Unit has also provided escorts for dangerous prisoners and can serve in dignity protection security details.

An assignment to the Tactical Enforcement Unit is voluntary and in addition to other normal duties. Well trained, equipped and operationally innovative, the Tactical Unit consists of twenty-four (24) deputies who are trained to employ a wide variety of specialized weapons, equipment and tactics including several "Less-Than-Lethal" means of subduing resistive subjects. Three (3) Lieutenants serve as in the field supervisors and two (2) Captains serve as Commander and Assistant Commander. The Crisis/Hostage Negotiations Unit consists of a Captain and Lieutenant and three (3) Officers. All of the members are trained in the valuable skill of establishing and maintaining a dialogue with resistive subjects with the goal of bringing a "High Risk" incident to a successful conclusion without injury or loss of life. The Unit also has the volunteer services of an ER/Trauma Doctor and a Flight Nurse who serve as Tactical Medical Specialists to serve Citizens as well as Team Members.

The Waukesha County Sheriff's Department has earned a statewide reputation of being one of the finest and most skilled and proficient tactical units in Southeastern Wisconsin. This is evidenced by the Waukesha County Sheriff's Department being designated as one of a small number of tactical training departments in the state. The Department continues to host basic tactical and sniper schools and provide other related specialized training.

In 2003 and into 2004, the Tactical Enforcement Unit is focusing on Homeland Security issues including response to Weapons of Mass Destruction incidents. This is in addition to maintaining the readiness to respond to school and workplace violence incidents, violent crimes in progress and serving "High Risk Warrants".

Jail Division

Michael D. Giese Jail Administrator

Captain Meg E. Schnabl Jail Expansion Project Coordinator
Classification Unit Supervisor
Inmate Program Administrator

Captain Andrew Nunnally Dayshift Shift Correctional Facility Manager
CERT Commander
POSC / DS Training Coordinator
Division Computer Services Coordinator

Lt. Norman Kelly Dayshift Corrections Supervisor
IPC Instructor - Trainer

Lt. Steve Lange Dayshift Corrections Supervisor
Lt. Jerome Wright Dayshift Corrections Supervisor

Captain Brian Healy Second Shift Correctional Facility Manager
CERT Team/POSC Trainer

Lt. Connie Acheson Second Shift Corrections Supervisor
Lt. Randy Giese Second Shift Corrections Supervisor
Department Award - Employee Recognition

Lt. Richard Hale Second Shift Corrections Supervisor
Department Uniform Committee

Lt. Alan Holmes Second Shift Corrections Supervisor

Captain Brenda Greenwald Midnight Shift Correctional Facility Manager
Spillman Coordinator-Jail Division
Spillman Trainer, JTO Trainer

Lt. Margaret Gladney Midnight Shift Corrections Supervisor
Lt. Thomas Schultz Midnight Shift Corrections Supervisor
Lt. Ward Hollingsworth Midnight Shift Corrections Supervisor
CERT / POSC Instructor

One of the primary duties of the Office of the Sheriff is the management of the jail. There are two Waukesha County Correctional Facilities: the main jail and the Huber Law facility.

The main jail in Waukesha County operates two joined but distinct facilities. The facilities consist of an old linear supervision jail and a direct supervision facility opened in 1993. The linear jail is primarily used to house inmates until they are classified and a determination is made that the inmate is eligible for the direct supervision environment. The linear facility is also used for disciplinary segregation or other inmates not considered suitable for direct supervision. The premise is that being confined in the newer facility is a privilege and that certain pre-defined behavioral expectations are met.

The Sheriff's Department also operates the Huber Law or work release facility. Inmates sentenced to the Huber Facility are designated as working or non-working. Consistent with the Jail Division's mission statement to "*safely and securely confine individuals in the least restrictive environment consistent with behavior, adjustment, special needs, and severity of charges*", the Jail Division maintains special programming to address inmate needs. Some of the programs include:

- ★ Provision of adult basic education through the Waukesha County Technical College, Literacy Council of Greater Waukesha, and the Cooperating Congregations of Greater Waukesha.
- ★ Vocational testing and counseling, and job-seeking skills.
- ★ Established part of the Jail Transition Team to work with Construction Manager and Architects to develop construction documents.
- ★ Brought "Inmate Phone System" on-line. This will result in more control and better revenue for the County.
- ★ Continuing to work with DOA and County Board Officials to pass the Capital Budget Plan to further Jail Expansion.
- ★ Reconnecting Fatherhood designed to help fathers re-engage with their children.
- ★ AODA and Mental Health Counseling.
- ★ Jail Chaplainry Program
- ★ Work release inmate community service and highway work crew projects.
- ★ OWI Treatment provides intensive alcohol abuse counseling for Huber inmates.
- ★ Huber employment program designed to assist non-working Huber inmates find employment while incarcerated.
- ★ Huber inmate Garden Project in cooperation with UW-Extension.

For 2003, the most serious problem for the Jail Division was the issue of inmate population and overcrowding. During 2003, the main jail average daily population was at 110 percent of rated capacity and the Huber Facility average daily population was at 81 percent of the facility's rated capacity. The Huber occupancy percentage represents a decrease from previous years. This is the result of opening an additional housing section in the facility. The combined average daily population for both facilities during 2003 was 605 inmates. Additional information is contained in the Jail Division Operational Data section of this report.

The Sheriff's Department remained deeply involved in the planning stages for a jail expansion and secure courts project in 2003. 2003 marked the completion of the Schematic Design Phase and the start of construction. The first phase of the project is tentatively scheduled for completion in 2005.



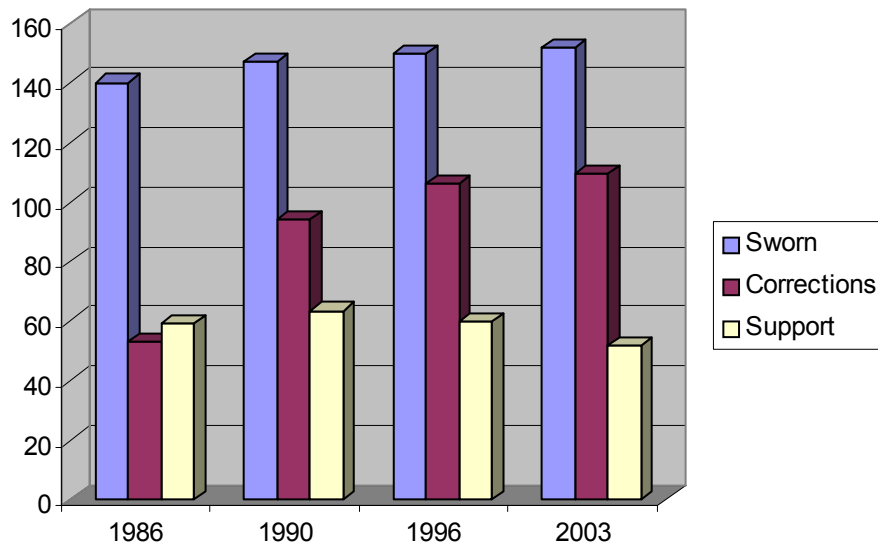
Architect's Rendition of the Jail Addition

Jail Division Operational Data

The following is a comparative summary of Jail Division Operational Data for the period 1999 – 2003.

	1999	2000	2001	2002	2003
Jail Bookings	8,785	8,709	8,738	8,983	9337
# Federal Days	21,440	22,322	21,136	22,176	19,230
# County Days	87,292	89,336	90,861	102,011	100,978
Avg. Daily Pop.	298	306	307	337	329
Probation/Parole Days (Billable)	22,984	19,827	19,975	2,996	7,011
Huber Days	92,231	98,070	91,972	96,472	96,472
Huber ADP	253	269	252	264	266
Electronic Monitor	17	17	9	11	10
Meals Served	581,110	551,871	511,039	553,629	539,847
Cost per Meal	0.93	0.97	0.88	0.88	0.89

WSD EMPLOYEE GROWTH 1986-2003

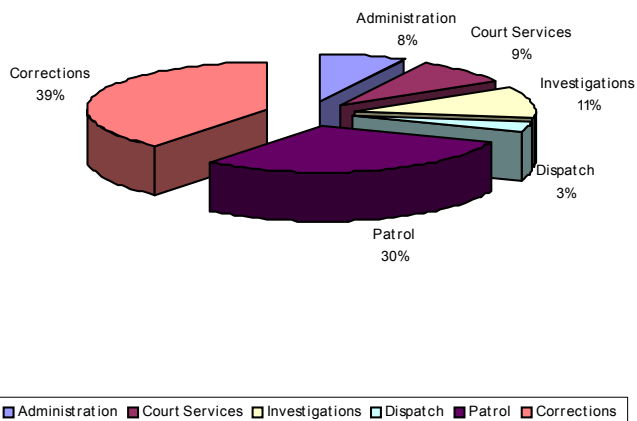


WSD Employee Growth 1986-2003

	% of Total Employees				Sworn	Corrections	Support	
	Sworn	Corrections	Support	Total	%	%	%	
1986	140	53	59	252	55.56%	21.03%	23.41%	100.00%
1990	147	94	63.5	304.5	48.28%	30.87%	20.85%	100.00%
1996	150	106	60	316	47.47%	33.54%	18.99%	100.00%
2003	152	109.5	52	313.5	48.48%	34.93%	16.59%	100.00%
	8.57%	106.60%	-11.86%	24.40%				

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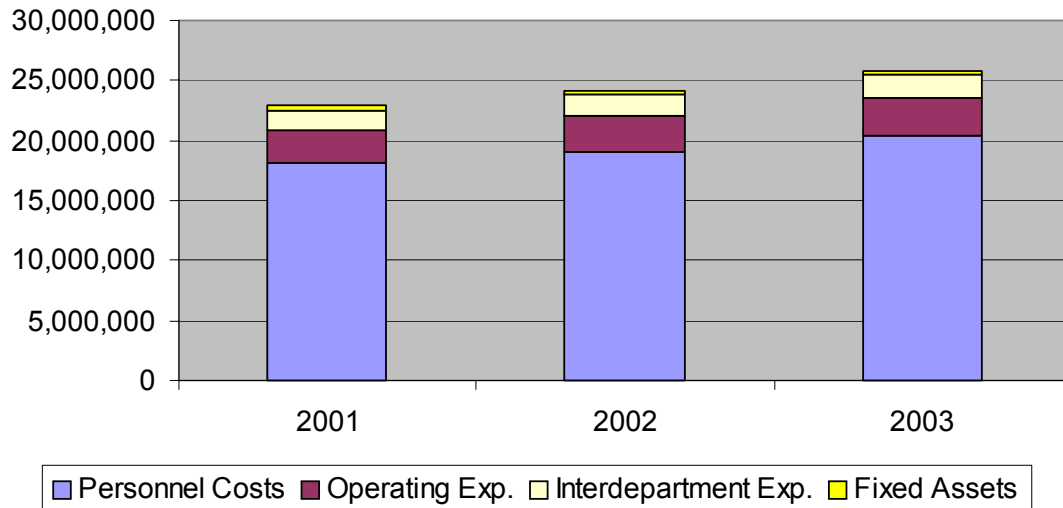
Personnel by Division



Personnel Distribution - 2004

Division	# of Personnel	% of Total Personnel
Administration	25.28	7.67%
Court Services	28.72	8.72%
Investigations	36.09	10.95%
Dispatch	10.63	3.23%
Patrol	99.63	30.24%
Corrections	129.09	39.18%
Total	329.44	

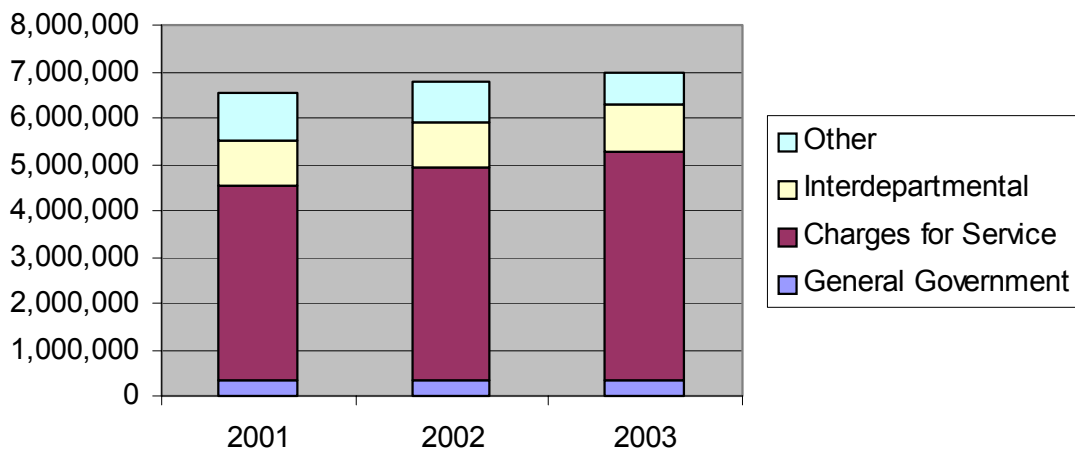
Expenditures 2001-2003



	Expenditures			
	2001	2002	2003	Total
Personnel Costs	18,118,647	18,994,215	20,343,826	57,456,688
Operating Exp.	2,668,285	3,050,193	3,239,261	8,957,739
Interdepartment Exp.	1,698,900	1,752,217	1,958,774	5,409,891
Fixed Assets	471,064	372,563	304,924	1,148,551
Total	22,956,896	24,169,188	25,846,785	72,972,869
% Increase		5.28%	6.94%	

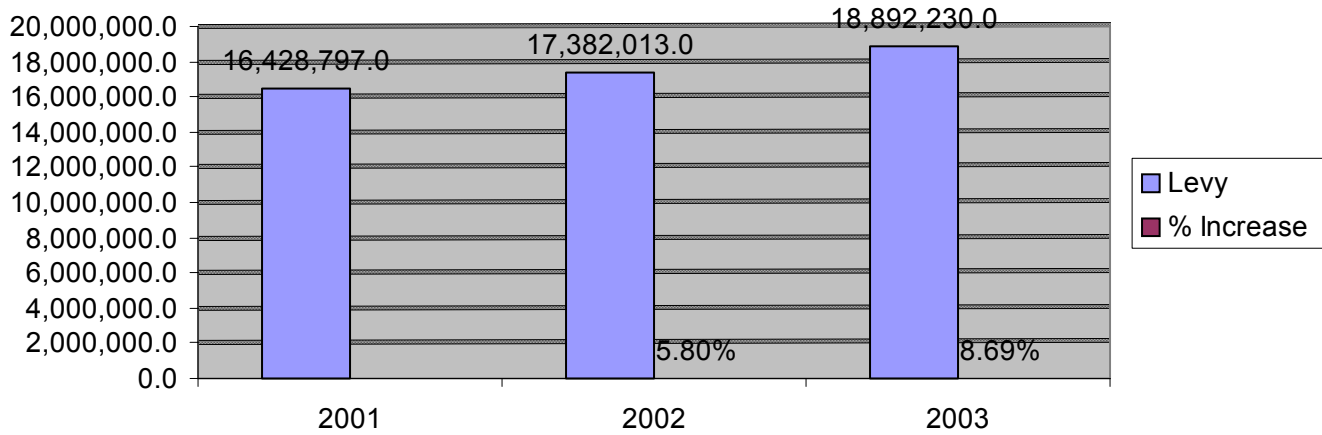
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Revenues 2001-2003



	Revenues			
	2001	2002	2003	Total
General Government	361,160	361,490	345,962	1,068,612
Charges for Service	4,197,519	4,542,961	4,924,897	13,665,377
Interdepartmental	949,346	1,020,009	1,032,208	3,001,563
Other	1,020,074	862,715	651,488	2,534,277
Total Revenue	6,528,099	6,787,175	6,954,555	20,269,829
% Increase		3.97%	2.47%	

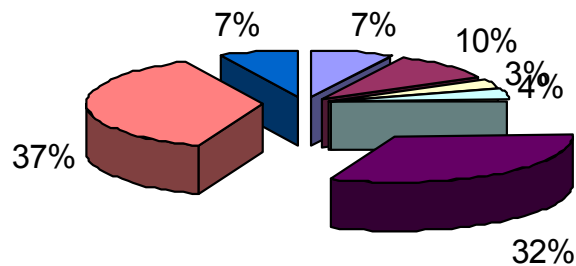
Sheriff Levy 2001-2003



Levy				
	2001	2002	2003	Total
Levy	16,428,797.0	17,382,013.0	18,892,230.0	52,703,040.0
% Increase		5.80%	8.69%	

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2003 EXPENDITURES BY DIVISION



COURT SERVICES	INVESTIGATIONS
SPECIAL INVESTIGATIONS	DISPATCH
PATROL	CORRECTIONS
GENERAL ADMINISTRATION	

Expenditures by Division

COURT SERVICES	1,910,771	7.41%
INVESTIGATIONS	2,518,998	9.76%
SPECIAL INVESTIGATIONS	837,099	3.24%
DISPATCH	1,006,864	3.90%
PATROL	8,135,837	31.53%
CORRECTIONS	9,522,403	36.91%
GENERAL ADMINISTRATION	1,867,934	7.24%
TOTAL	25,799,906	

The Staff of Your Waukesha County Sheriff's Department

Acheson, Connie L.	Corrections Supervisor	Dick, Ron E.	Civillian Bailiff
Ackeret, Shari L.	Account Clerk I	Dick, Ty G.	Deputy Sheriff
Adams, Lewis L.	Correctional Officer	Doffek, Robert M.	Lieutenant
Adams, Nathan A.	Correctional Officer	Donley, Holly A.	Radio Dispatcher
Adent, Jeffrey G.	Detective	Donovan, Kenneth J.	Captain
Alexander, Denise	Correctional Officer	Dorn, Robert G.	Deputy Sheriff
Alles, Bonnie A.	Photographic Technician	Doud, Michael W.	Deputy Sheriff
Amick-Anderson, Donna E.	Incident Report Typist	Dreblow, Shannon M.	Radio Dispatcher
Anderson, Bradley T.	Deputy Sheriff	Dunlap-Figueroa, Kathleen	Clerk Typist II
Anderson, Lisa M.	Correctional Officer	Dunston, Jay R.	Detective
Andree, Michael K.	Identification Detective	Dussault, Neil S.	Deputy Sheriff
Bach, Richard A.	Detective	Duychak, Tammy M.	Incident Report Typist
Badura, Barry	Correctional Officer	Eckert, Paul L.	Correctional Officer
Bastian, Dwight	Chaplain	Eckberg, Jessica L.	Correctional Officer
Baumann, Peter J.	Deputy Sheriff	Elder, Catherine C.	Correctional Officer
Beal, Paul J.	Deputy Sheriff	Elftman, Charles W.	Deputy Sheriff
Beckler, Jonathan D.	Deputy Sheriff	Engel, Robert R.	Correctional Officer
Beguhn, David R.	Captain	Ertl, Susan E.	Correctional Officer
Bell, Brian L.	Deputy Sheriff	Esser, Patrick R.	Correctional Officer
Bell, Charleen J.	Deputy Sheriff	Fabry, Christine H.	Detective
Benkstein, Michael R.	Correctional Officer	Faith, Robert A.	Deputy Sheriff
Betz, Sharon A.	Correctional Officer	Ferree, Vicki L.	Deputy Sheriff
Billington, Daniel R.	Deputy Sheriff	Finney, Fred M.	Deputy Sheriff
Billington, Kate M.	Correctional Officer	Fiscal, German A.	Deputy Sheriff
Boom, Kenneth L.	Correctional Officer	Freyer, Marvin P.	Deputy Sheriff
Bortmess, Brian L.	Deputy Sheriff	Fritz, Diane M.	Deputy Sheriff
Boxrucker, Louetta L.	Correctional Officer	Frost, Mark A.	Correctional Officer
Brazil, Darryl	Correctional Officer	Gauthier, Dolores M.	Clerk Typist II
Brenner, Robert E.	Detective	Giese, Michael D.	Jail Administrator
Briesemeister, James H.	Deputy Sheriff	Giese, Randy S.	Corrections Supervisor
Brost, Angela K.	Deputy Sheriff	Gladney, Margaret A.	Corrections Supervisor
Brower, Rodger J.	Correctional Officer	Goldmann, Michael E.	Deputy Sheriff
Burlingame, Michael J.	Correctional Officer	Gondek, Douglas R.	Deputy Sheriff
Burnham, Lori K.	Deputy Sheriff	Gosa, Kathleen M.	Incident Report Typist
Busateri, Joseph A.	Deputy Sheriff	Grall, Robert M.	Detective
Butler, Christopher M.	Deputy Sheriff	Gratton, Jeffrey P.	Deputy Sheriff
Bzdawka, James F.	Sr. Law Enf. Analyst	Greb, Jeffrey J.	Lieutenant
Carini, Philip	Deputy Sheriff	Greb, Jeffrey J.	Lieutenant
Carpenter, David J.	Deputy Sheriff	Greenwald, Brenda J.	Correctional Facility Manager
Carpenter, Jay M.	Correctional Officer	Greenwald, Terrence L.	Deputy Sheriff
Chapman, Cheryl L.	Clerk Typist III	Gregesich, Jeanette E.	Incident Report Typist
Chycinski, Paula M.	Deputy Sheriff	Gregesich, William M.	Deputy Sheriff
Chycinski, Peter C.	Lieutenant	Guhr, Bryan D.	Detective
Ciesemier, Kimberly M.	Correctional Officer	Gumm, James M.	Deputy Sheriff
Coddington, Connie H.	Chaplain	Gundrum, Charles W.	Deputy Sheriff
Cox, Steven M.	Correctional Officer	Hafeman, Mark M.	Correctional Officer
Crowley, Chad W.	Correctional Officer	Haizel, Michael R.	Deputy Sheriff
Crull, Martin S.	Radio Dispatcher	Hale, Crystal L.	Correctional Officer
Cunneen, Raymond J.	Sr. Correction Counselor	Hale, Richard S.	Corrections Supervisor
D'Amico, John R.	Deputy Sheriff	Hansen, Kathleen J.	Clerk Typist II
Daley, Lynette M.	Correctional Officer	Hansen, Terry D.	Deputy Sheriff
Danielski, Mark S.	Deputy Sheriff	Haren, Jeffrey S.	Deputy Sheriff
Davy, Jill A.	Correctional Officer	Hartung, Scott T.	Correctional Officer
Deakin, Chris L.	Deputy Sheriff	Healy, Brian M.	Correctional Facility Manager
Dearth, Mark L.	Correctional Officer	Hebbring, Andrew L.	Deputy Sheriff
Deering, William O.	Lieutenant	Hecht, Michael D.	Detective
DeLuisa, Nicholas J.	Correctional Officer	Heibler, Daniel P.	Deputy Sheriff
Depriest, Linda F.	Clerk Typist III	Herrick, James E.	Deputy Sheriff

The Staff of Your Waukesha County Sheriff's Department

Herrmann, Margaret T.	Detective	Linn, Jill Marie	Radio Dispatcher
Hess, William R.	Correctional Officer	Loomer, Brandon C.	Correctional Officer
Heuer, David L.	Correctional Officer	Lorenzi, Michael J.	Correctional Officer
Hine, Jeffery A.	Deputy Sheriff	Machmueller, Richard M.	Correctional Officer
Hinners, Linda M.	Account Clerk I	MacLeod, Donald M.	Correctional Officer
Hlavinka, Ronald P.	Correctional Officer	Marks, Stephen A.	Deputy Inspector
Hollingsworth, Ward E.	Corrections Supervisor	Marshall, Edward G.	Correctional Officer
Hollub, David J.	Deputy Sheriff	Martin, Susan B.	Correctional Officer
Holmes, Alan L.	Correctional Officer	Martorano, Terry J.	Captain
Hoskins, Jason M.	Correctional Officer	Materna, James P.	Deputy Sheriff
Hussin, Joshua S.	Correctional Officer	May, Jeffrey L.	Deputy Sheriff
Iding, Yolanda G.	Correctional Officer	McDonald, Kevin P.	Captain
Ireland, Christopher R.	Deputy Sheriff	McDonnell, Scott A.	Deputy Sheriff
Jackson, Cheryl M.	Correctional Officer	McElderry, Frank R.	Lieutenant
Jacobs, Robert S.	Dispatch Center Manager	McGivern, Scott D.	Identification Detective
Janke, Sharalyn M.	Detective	McInnis, Brian M.	Correctional Officer
Jennings, Ronald A.	Correctional Officer	McMeans, Jacquelyn C.	Correctional Officer
Johannik, Robert L.	Inspector	McNeely, Jean L.	Deputy Sheriff
Johns, Richard G.	Correctional Officer	Medd, Joseph R.	Correctional Officer
Johnson, Debra A.	Lead Radio Dispatcher	Merrell, David R.	Deputy Sheriff
Jordan, Theodore J.	Deputy Sheriff	Mesich, Andrew P.	Deputy Sheriff
Joustra, Irene S.	Temporary Clerical Help	Metzen, Brett A.	Deputy Sheriff
Karr, Kimberly E.	Correctional Officer	Meyers, Sharon S.	Correctional Officer
Kassens, Troy M.	Correctional Officer	Mihalovits, Michael F.	Deputy Sheriff
Kazmier, Gloria A.	Correctional Officer	Mihalovits, Nancy A.	Radio Dispatcher
Keith, Thomas R.	Civillian Bailiff	Moerman, Thom R.	Lieutenant
Kelly, Gary L.	Deputy Sheriff	Mouzon, Jennifer M.	Correctional Officer
Kelly, Norman F.	Corrections Supervisor	Mudlitz, Michael R.	Detective
Kerr, Gene Ann	Correctional Officer	Mueller, Lori M.	Correctional Officer
Kielley, Steven	Chaplain	Naber, Kim M.	Deputy Sheriff
Kindt, James A.	Detective	Nelson, Brian J.	Correctional Officer
Kloss, Charles A.	Correctional Officer	Nelson, Margaret M.	Clerk Typist III
Kohl, Christopher M.	Detective	Nelson, Shirley J.	Incident Report Typist
Korns, Peter M.	Detective	Nettesheim, Thomas V.	Civillian Bailiff
Koth, Thomas G.	Business Manager	Neustaedter-Heil, Nancy	Deputy Sheriff
Kotz, Dennis F.	Deputy Sheriff	Nichter, Joyce M.	Accounty Clerk II
Kronforst, Jeremy J.	Correctional Officer	Nihoris, Mark P.	Deputy Sheriff
Kropp, Jody D.	Deputy Sheriff	Niles, Chadwick R.	Deputy Sheriff
Krush, Nancy J.	Correctional Officer	Noll, Amy C.	Incident Report Typist
Kubiak, Michael L.	Deputy Sheriff	Nunnally, Andrew E.	Correctional Facility Manager
Kulick, Tracy J.	Correctional Officer	O'Neill, Susan M.	Incident Report Typist
Kulinski, Karen B.	Clerk Typist III	Ogas, Maria B.	Clerk III
Kveen, Kurt K.	Deputy Sheriff	Olsen, Richard L.	Radio Dispatcher
Ladwig, Todd R.	Detective	Olson, Allen B.	Correctional Officer
LaFavor, Larry F.	Lieutenant	Ortiz, Monica M.	Correctional Officer
LaFond, David R.	Lieutenant	Ostrander, Sharon S.	Correctional Officer
Landess, Scott D.	Correctional Officer	Pagenkopf, GERALYN	Radio Dispatcher
Lange, Sandra R.	Clerk Typist III	Pankow, John C.	Correctional Officer
Lange, Steven D.	Corrections Supervisor	Pederson, Cheryl A.	Correctional Officer
Lapple, John N.	Deputy Sheriff	Pederson, Steven L.	Detective
Larson, Brian A.	Deputy Sheriff	Peterson, Jeffrey L.	Correctional Officer
Larson, Jacqueline A.	Correctional Officer	Piechocki, Rosanne K.	Administrative Office Manager
Larsuel, Michelle V.	Deputy Sheriff	Pitcher, Donald J.	Civillian Bailiff
LeClaire, William E.	Correctional Officer	Pollnow, Carl J.	Correctional Officer
Legg, Barbara A.	Photographic Technician	Postulart, Christy M.	Deputy Sheriff
Lewandowski, Kenneth J.	Correctional Officer	Potter, Michael J.	Deputy Sheriff
Libeck, Peter G.	Detective	Powell, Michael A.	Deputy Sheriff
Libeck, Vicki J.	Lead Radio Dispatcher	Preusse, David A.	Correctional Officer
Liebau, Susan E.	Correctional Officer	Pulliam, Elishia L.	Correctional Officer

The Staff of Your Waukesha County Sheriff's Department

Radmer, Mary E.
 Ramseyer, Michael C.
 Renkas, Paul J.
 Riege, Shawn W.
 Robinson, Robert L.
 Rockafeld, Eric G.
 Rodriguez, Juan B.
 Ruff, Karen A.
 Russ, Cheryl J.
 Ryan, Sean P.
 Sather, Jeffrey A.
 Schessler, Sarah L.
 Schick, Robert J.
 Schilder, Glen M.
 Schmitz, Michael T.
 Schnabl, Margaret E.
 Schneider, John J.
 Schuenemann, Bradley K.
 Schultz, Judith P.
 Schultz, Thomas K.
 Schwartz, Frederick A.
 Schwindt, Gina M.
 Sell, Cheryl L.
 Severson, Eric J.
 Sill, Allen D.
 Skaar, Bryan M.
 Smart, David B.
 Smidt, Jeffery B.
 Smith, Lloyd D.
 Smith, Lyndel S.
 Smith, Michelle L.
 Smith, Stephen O.
 Smith, Susan M.
 Soneberg, James S.
 Soto, Teresa M.
 Spak, Steven R.
 Spielvogel, Charles G.
 Stadler, Paul S.
 Steady, Addison E.
 Stenulson, Bradley S.
 Stenulson, Chad D.
 Sterwald, Dawn A.
 Strampe, Michael R.
 Strandberg, Lamont D.
 Stuhlman-Roberts, Carol A.
 Sullivan, Ann Marie
 Tamez, Salvador A.
 Tanem, Michael J.
 Terhorst, Chad D.
 Tesch, Terry L.
 Thompson, Matthew E.
 Toole, Michael T.
 Tostengard, Karl N.
 Toy, Randall P.
 Trawicki, Daniel J.
 Tromblay, Colleen L.
 Trongard, Amy A.
 Tuchalski, Amy B.

Clerk Typist II
 Correctional Officer
 Detective
 Deputy Sheriff
 Correctional Officer
 Deputy Sheriff
 Deputy Sheriff
 Captain
 Clerk Typist III
 Correctional Officer
 Correctional Officer
 Deputy Sheriff
 Correctional Officer
 Deputy Sheriff
 Correctional Facility Manager
 Correctional Facility Manager
 Correctional Officer
 Deputy Sheriff
 Clerk III
 Corrections Supervisor
 Correctional Officer
 Sr. Correction Counselor
 Corr. Services Assistant
 Captain
 Deputy Sheriff
 Deputy Sheriff
 Deputy Sheriff
 Lieutenant
 Deputy Sheriff
 Computer Coordinator
 Clerk II
 Deputy Sheriff
 Administrative Secretary
 Deputy Sheriff
 Correctional Officer
 Deputy Sheriff
 Deputy Sheriff
 Detective
 Deputy Sheriff
 Deputy Sheriff
 Deputy Sheriff
 Radio Dispatcher
 Correctional Officer
 Deputy Sheriff
 Deputy Sheriff
 Correctional Officer
 Deputy Sheriff
 Correctional Officer
 Deputy Sheriff
 Deputy Sheriff
 Correctional Officer
 Detective
 Correctional Officer
 Correctional Officer
 Sheriff
 Clerk Typist III
 Radio Dispatcher
 Correctional Officer

Turner, Rosemary
 Uebelacker, John F.
 Ulm, Bryan M.
 Vanderboom, Deborah W.
 VanElls, Matthew, R.
 VanKirk, Phillip L.
 Vertz, Leslie A.
 Vincent, Donald J.
 Voigt, David J.
 Vorath, Nanette N.
 Voss, Alan P.
 Wallschlaeger, Jennifer A.
 Weber, Andrew F.
 Wellman, David M.
 Welsh, Julie H.
 Wendegatz, Alicia J.
 Westberg, Jonathan D.
 Wettengel, Georgina R.
 Whitstone, Timothy G.
 Wichgers, Dirk A.
 Williams, Regina L.
 Williams, Shelby A.
 Wilson, Lenore W.
 Wise, Jennifer L.
 Wise, Kenneth R.
 Witkowski, David B.
 Witt, Brian P.
 Wolff, Matthew R.
 Wonders, Johnathan W.
 Wood, Charles G.
 Wright, Jerome
 Zainer, Nicolette L.
 Zamora, Marta C.
 Zank, Ruth J.
 Zarate, Charles W.
 Ziebell, Kurt H.
 Zimdars, Norman L.
 Zinda, Alan R.
 Zuhlke, Jeffery M.

Account Clerk II
 Radio Dispatcher
 Deputy Sheriff
 Detective
 Deputy Sheriff
 Civillian Bailiff
 Civillian Bailiff
 Lieutenant
 Deputy Sheriff
 Correctional Officer
 Detective
 Deputy Sheriff
 Deputy Sheriff
 Deputy Sheriff
 Radio Dispatcher
 Correctional Officer
 Account Clerk I
 Deputy Sheriff
 Deputy Sheriff
 Civillian Bailiff
 Clerk Typist III
 Radio Dispatcher
 Deputy Sheriff
 Correctional Officer
 Correctional Officer
 Detective
 Correctional Officer
 Correctional Officer
 Correctional Officer
 Lieutenant
 Corrections Supervisor
 Deputy Sheriff
 Corr. Services Assistant
 Radio Dispatcher
 Correctional Officer
 Detective
 Deputy Sheriff
 Deputy Sheriff
 Deputy Sheriff